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MMPI: An Attempt to Fake Profiles of Policemen

Odie M. Swift

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MMPI: An Attempt to Fake Profiles of Policemen

(TITLE)

BY

Odie M. Swift
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THESIS

SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
FOR THE DEGREE OF

Master of Arts

IN THE GRADUATE SCHOOL, EASTERN ILLINOIS UNIVERSITY
CHARLESTON, ILLINOIS

1975

YEAR

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MMPI: AN ATTEMPT TO FAKE
PROFILES OF POLICEMEN

BY

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B.A. in Psy. and Soc.,
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ABSTRACT OF A THESIS

Submitted in partial fulfillment of the requirements
for the degree of Master of Arts in Psychology at the Graduate School
of Eastern Illinois University

CHARLESTON, ILLINOIS
1975

Personality, uses of personality tests, and problems associated with reliability of personality tests are briefly discussed. The Kroger and Turnbull (1975) study dealing with "role-faking" is discussed. The review of the literature discussed the occupation of policemen under three categories: 1) assessment of policemen, 2) MMPI and police assessment, and 3) MMPI studies. In the present study, the MMPI was given to 18 policemen, 43 male college students, and 40 female college students. the students were assigned to a control condition and an experimental condition. Subjects in the experimental group answered MMPI questions the way they thought policemen would answer the questions. An analysis of variance and D statistic were used to analyze the test data. The male experimental subjects were better able to "fake" policemen profiles than the female experimental subjects. Limitations of present study and recommendations for further research are presented.

Personality is regarded as an individual pattern of traits and/or disposition to perceive several stimuli as similar, despite changes that are taking place. There are at least 60 tests available for the measurement of personality, with the tests being one of three types: 1) self-report inventories, 2) measures of interests and attitudes, and 3) projective techniques. Personality tests are used for purposes of screening for placement, treatment, or selection. The MMPI has built-in "validity" scales which are regarded as being able to detect when a person is "faking" his test "picture." But these validity scales of the MMPI may no longer be able to detect faking.

The hypothesis tested was as follows: Can individuals simulate the

MMPI profiles of actual role occupants without being detected by the validity scale scores? The booklet form of the MMPI was used, and IBM I.T.S 1100 A 7421 answer sheets. Only the first 366 questions were utilized which were then prorated to obtain T-scores. The profiles of each group were formed by taking the mean T-score for each scale of the MMPI used (the 14 standard scales).

Analysis of the data showed that both the male and female experimental groups produced acceptable MMPI profiles. However, based on the D statistic only, the male experimental group was able to produce a profile that was more similar to the police group. The present study indicates a possible difference in the abilities of males and females to engage in role-faking. This difference in ability may be due to one or a combination of several factors. The role of policeman may be a role that females cannot identify with; females may not have accurate role expectations for the role of policeman; or were the females attempting to role-fake a male police officer or a female police officer.

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Abstract

Personality, uses of personality tests, and problems associated with reliability of personality tests are briefly discussed. The Kroger and Turnbull (1975) study dealing with "role-faking" is discussed. The review of the literature discusses the occupation of policeman under three categories: 1) assessment of policemen, 2) MMPI and police assessment, and 3) MMPI studies. The MMPI was given to 18 policemen, 43 male college students, and 40 female college students. The students were assigned to a control condition and an experimental condition. Subjects in the experimental group answered MMPI questions the way they thought policemen would answer the questions. An analysis of variance and D statistics were used to analyze the test data. The male experimental subjects were better able to "fake" policemen profiles than the female experimental subjects. Limitations of present study and recommendations for further research are presented.

Introduction

The subject of personality enjoys somewhat the same status as the weather, in that "everyone talks about it but does nothing." Though this is not strictly true when speaking of personality there is still a great deal of confusion surrounding it, e.g., there are eight definitions for personality in The Random House College Dictionary (1973) and in the Dictionary of Behavioral Science (Wolman, 1973) there are two entries for personality, its use in a general sense and a specific use in psychometrics. According to Wolman, personality is:

The pattern of traits characterizing an individual person, trait here meaning any psychological characteristic of a person, including dispositions to perceive different situations similarly and to react consistently despite changing stimulus conditions, values, abilities, motives, defenses, and aspects of temperament, identity, and personal style. Though the pattern of such characteristics is necessarily unique, personality comprises all of a person's traits, not merely the ones that differentiate him from others. A descriptive, not a casually efficacious concept, personality (and traits) may be interpreted in terms either of observable consistencies in behavior or of inferred dispositions to behave (behavior being construed in the widest sense, to include implicit, only self-observable thoughts, feelings and emotions, impulses, dreams, and percepts, as well as actions and words observable by others). The full pattern or organization of traits becomes manifest only over the entire life span, so that personality is, in Murray's phrase, the study of lives; but the term is commonly used to refer to the observable and inferable pattern at any one time. Personality is not synonymous with person, a more inclusive term denoting an individual human organism, which consists not only of a personality but that of a physique, an anatomy, a physiology, a social role and status, a being who expresses and transmits a culture--the focus of all the human (e.g., behavioral and medical) sciences. (p. 275)

And how is this individual pattern of traits and/or disposition to perceive several stimuli as similar, despite changes that are taking place, measured? Anastasi (1968) lists 60 tests that are available for the measurement of personality, with the tests being one of three types:

1) self-report inventories, 2) measures of interests and attitudes, 3) projective techniques. Thus, not only does one have to first determine in what sense personality is being used, but one has to decide also which test instrument will best measure what you want to know about personality. And this decision will be based partly on the purpose for the testing; such as, screening for placement, treatment, or selection.

However, when using a personality test, regardless of the purpose for its use, one needs to know how reliable the test results are, i.e., are the results indicative of the person tested. The reliability can be determined by statistical procedures, or by comparison to some group norm. But if one had a way of measuring the "degree" to which a person was presenting a valid "picture" of himself, the question concerning the reliability of test results would virtually disappear. Or, so one would hope. One such personality test in use has built-in scales to help with the reliability question, and that is the Minnesota Multiphasic Personality Inventory (hereafter referred to as MMPI), which consists of 14 standard scales (Table A). The MMPI has built-in "validity" scales which are regarded as being able to detect when a person is "faking" his test "picture." But these validity scales of the MMPI may no longer be able to detect faking.

Kroger and Turnbull (1975) reported that "subjects fake personality tests by enacting a specific role, rather than by responding in terms of personality constructs, and that such role-faking cannot be detected by validity scales." (p. 48; emphasis added) The validity scales referred to are those of the MMPI; i.e., the F scale, K scale, and the L scale. The F scale is used to detect negative malingering, and the K and L scales positive malingering; or "faking-good" and "faking-bad."

Table A: Standard scales of the MMPI.

<u>Scale</u>	<u>Name</u>	<u>Abbreviation</u>
?		?
L	Lie	L
F	Validity	F
K	Correction	K
1	Hypochondriasis	Hs
2	Depression	D
3	Conversion Hysteria	Hy
4	Psychopathic Deviate	Pd
5	Masculinity/ Femininity	Mf
6	Paranoia	Pa
7	Psychasthenia	Pt
8	Schizophrenia	Sc
9	Hypomania	Ma
0	Social Introversion	Si

Kroger and Turnbull also reported that 14 out of 18 studies of faking on the MMPI have reported success with the validity scales, i.e., the validity scales detected the faking subjects. However, Kroger and Turnbull contend that this high degree of success should be viewed with caution. They hold that this success "is not a function of the efficacy of validity scales but rather the result of artifactual research procedures." (p. 46)

The two reasons given by Kroger and Turnbull for viewing the claimed success of the validity scales with caution are:

- 1) subjects in the 18 studies were given instructions that virtually guaranteed the detection of faking
- 2) must be shown that people in non-experimental situations fake the test by the best or worst self-technique which is used in the experimental studies

Turnbull, in 1971, explained "role-faking" as behaving as if a person were someone else; such as doctor, lawyer, mother, etc. In other words, enacting a role, a conscious effort to behave in some specific manner that is typical of that "type" of person.

Success at role-faking is dependent on three things, according to Turnbull (1971). First, accuracy of conception of the role to be faked. Secondly, the person's ability to consciously attempt to behave in a specific manner. And finally, existence of role-cue properties in the test items of the test being used. And the MMPI is a test that has items possessing role-cue properties, according to Turnbull.

In 1975, Kroger and Turnbull conducted two experiments to test their hypothesis that people using the role-faking technique are able to produce profiles similar to profiles of actual role occupants that cannot be detected by the MMPI validity scales.

The first experiment used 22 male subjects who were second- and third-year university students that were attending the summer session. The subjects ranged in age from 22 to 38 years. These subjects were assigned randomly to experimental groups, thus made up of 11 subjects each. The control groups were air force officers and creative artists. Kroger and Turnbull state: "The social roles of air force officers and creative artists were chosen to ensure comparability with earlier studies and because of the availability of comparative data on air force officers and creative artists in the literature." (p. 50) The subjects for the two control groups totaled 100 air force officers and 50 creative artists.

The main points of the instructions given to the experimental groups were:

- 1) no deception involved
- 2) purpose of study was to determine if one could fake a well-known personality test
- 3) brief description of faking methods (faking-good, faking-bad, and random response)
- 4) MMPI contained scales to detect these types of faking
- 5) experimenter claimed he had a new method of faking that could not be detected by the scales
- 6) brief description of the concept of social role
- 7) brief description of the role method of faking
- 8) read instructions stressing they were to complete the MMPI as if they were an air force officer or creative artist
- 9) leave no blanks, guess if unsure
- 10) work fast to finish in 1 hour
- 11) after 1/2 hour remind of role to fake and necessity of working quickly

Using an analysis of variance and the D statistic, Kroger and Turnbull obtained the following results:

- 1) air force officers and creative artists differed on all scales at less than the .05 level, except the L scale which was at the .10 level
- 2) profiles of air force officers and creative artists were very similar in terms of scatter and elevation with the experimental groups
- 3) validity scale values were all within the normal range
- 4) profiles of creative artists and simulated group were similar in terms of shape
- 5) higher elevation of simulated artists group was indicative of faking, role-faking

The second experiment was conducted to determine the reasons for the higher elevation of the simulated artists profile. Kroger and Turnbull reasoned that "the poor faking of the role of creative artist resulted from inaccurate role expectations for the role of creative artist..."
(p. 51)

Three groups were formed for the second experiment. An actual artist group was made up of 19 males from a college of art in their second, third, and fourth years of study. An accurate role expectations group was made up of 10 males from an introductory psychology course, and the inaccurate role expectations group was made up of 11 males also from the introductory psychology course.

The art students were given an open ended questionnaire that dealt with the values, attributes, and life style of artists. Their responses were used to construct a set of accurate expectations for the role of creative artists.

The actual artist group were given the normal instructions for taking

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the MMPI. The inaccurate expectations group were given the same instructions as used in experiment one, and the accurate expectations group were given, in addition, the constructed set of accurate role expectations for artists. The same statistical procedures used in the first experiment were also employed in the second experiment.

The three groups differed significantly on the F (.01 level), Pd (.01), Mf (.01), and Pa (.03) scales. Using these 4 scales, it was determined that the accurate expectations group y the actual artist group differed only on the Mf scale (.03), while the inaccurate expectations group y the actual artist group differed on all 4 of the scales: F (.004), Pd (.04), Mf (.04), and Pa (.01). In addition, profile similarity was greater between the actual artist group and accurate expectations group than between the actual artist group and inaccurate expectations group.

On the basis of these two experiments, Kroger and Turnbull concluded:

The findings...reveal quite clearly that individuals employing the role-faking strategy, as opposed to more traditional techniques of faking, are capable of simulating successfully the test profiles of actual role occupants without being detected by validity scores, as hypothesized. (p. 54)

Their conclusion is the subject of this paper; however, with the following changes. Whereas Kroger and Turnbull included certain items in their instructions to the experimental groups, the purpose of this investigation is to attempt to replicate their findings leaving certain items out of the instructions. The items to be left out are as follows:

- 1) description of faking methods
- 2) explanation of the concept of social role
- 3) description of the role method of faking

These items will be omitted because it appears that the subjects were

receiving instructions that were telling them how to do the very thing Kroger and Turnbull were trying to determine; namely, can a person simulate the profile of a person engaged in a particular occupation. And the occupational group to be used for this study will be that of "policemen."

Kroger and Turnbull used data for the air force officer and creative artist that was already available in the literature; however, this was not possible for the policemen occupation.

Review and Critique of Literature

A survey of the literature revealed that data for policemen, comparable to the data used by Kroger and Turnbull (1975), was nonexistent. The only data available was for police applicants or trainees, such as cadet. The survey of literature on policemen will be discussed under the following headings: 1) Assessment of Policemen, 2) MMPI and Police Assessment, and 3) MMPI Studies.

Assessment of Policemen

The first report of any "psychological" assessment of policemen appeared in 1917 (Johnson, 1965), when L. M. Terman used the Standford Revision of the Binet-Simon Intelligence Scale to test a number of applicants. With this beginning one would think that psychological assessment of policemen would have been well established some 33 years later. However, writing in 1950, Dubois and Watson reported that, "little is known concerning selection of police officers by psychological methods." (p. 90)

Seven years later the situation appears not to have changed very much.

Based on a questionnaire survey conducted between 1956 and 1957 of California police agencies, in which 304 agencies replied, only 17 agencies reported using psychological or psychiatric examinations as part of the screening process (Brereton, 1957). Thus, 40 years after L. M. Terman used an intelligence test to evaluate police applicants, only 6% of reporting police agencies were using any psychological assessment procedure.

By 1959, assessment of police officers was still not well established.

Rankin (1959) reported:

Although the last 10 years have seen progress in various parts of the United States in utilizing the fields of psychology and psychiatry in selection of policemen, the technique is not yet widely accepted. The size of the community seems to have little relationship to acceptance or utilization of psychiatric screening. (p. 191) (Emphasis added)

The reasons for this lack of utilization, according to Rankin, ranges:

from a feeling that psychiatry is related to black magic or that psychiatrists are witch doctors, to attitudes that psychiatry is humbuggery and populated by eccentric charlatans. Also, psychiatry is generally associated with insanity, state hospitals and sanitariums. (p. 191)

Narrol and Levitt (1963), six years after Brereton (1957), concluded that:

testing is conducted upon the measurement of intelligence and "aptitudes" while the investigation of personality is minimal. Only 22% of responding departments use any personality test, and only one department reports original research in this area. (p. 693)

The Narrol and Levitt survey was based on replies from 55 U. S. cities; i.e., 90% of the cities responded, each with a population of 150,000 plus. According to the authors, tests intended to assess aptitude were nothing more than unstandardized tests of intelligence. They state:

As for the activity of psychologists in this field, the data available suggest that it is minimal. Only six respondents indicated that they employ qualified psychologists in con-

nection with their recruit selection programs. One department did not even recognize its instruments as being psychological tests. (p. 694)

By 1963, the police assessment situation had improved over conditions which existed in 1917; however, between 1963 and 1972, there was very little additional change. Murphy (1972) investigating, "to what extent police agencies throughout the United States utilized psychological testing in the selection of police officers," (p. 571) concluded that:

there has been only a small increase in the percentage of agencies using psychological examination today as compared to 1963. It can be said, therefore, that the use of psychological testing methods in the selection of recruits has not increased significantly in the eight years since the last survey. (p. 574)

Even though psychological testing methods had not increased, Murphy did conclude, however, that there had been a significant increase in the number of agencies using personality assessment instruments. His conclusions were based on information from 203 responding police agencies, of which 39% reported using psychological testing to evaluate potential law enforcement officers. (Could it be there were others which did not know they were using such tests?) Murphy indicates that a total of 36 different tests were being used by the 80 agencies using psychological tests, with 39 using the MMPI and 33 using a psychiatric interview, making them the most often used techniques.

MMPI and Police Assessment

At this point "assessment," as it is used within the profession of law enforcement, needs to be more clearly defined. First, assessment procedures are not just limited to only one technique; there are at least two that are utilized: 1) some sort of written examination, and 2) an oral

interview. Secondly, assessment procedures are generally used in connection with the police applicant, candidate, cadet, etc. population for the following two reasons: 1) to weed out undesirables, and 2) establish which aspects of the techniques utilized can be used to predict success within the law enforcement profession. A review of the literature tends to support this dual aspect of the assessment procedures and instruments used by police agencies.

MMPI Studies

Marsh (1962), conducting a longitudinal study, covering 1947-1950, in an attempt to correlate entrance scores with later success with the police agency, reports the following MMPI conclusions:

The Hypomanic scale of the MMPI...showed exceptional promise as a predictor of performance. Subjects with T scores below 55 on this scale were much more likely to succeed. Successful deputies tended also to have T scores below 55 on the Hypochondriasis scale of the MMPI...(p. 43)

also,

a higher accident rate was significantly associated with scores on two scales of the MMPI, Hypomanic (T scores of 55 and higher) and Depression (T scores below 50)...(p. 44)

Thus, success as a policeman is associated with the Hypomanic and Hypochondriasis scales of the MMPI, and accident proneness with the Hypomanic and Depression scales. However, these MMPI scores were of applicants; consequently, it would have been a good idea if Marsh had administered the MMPI again to these deputies when making his correlations, to control for possible personality changes over time.

Matarazzo, Allen, Saslow, and Wiens (1964) reached the following conclusions:

In general, the mean profile...is not unlike those found in groups of male college students. (p. 131)

and,

The elevated K scale, indicating defensiveness against admitting psychological weakness, is a function either of the stringent medical selection through which each applicant already had been processed or, more likely, an understandable cautionness in a job-selection process. In terms of profile analysis, the elevation on Pd, Hy (43-code), and low Si (low 10) profile ...indicates that they are typical of the enlisted men one often encounters in the military services: blustery, sociable, exhibitionistic, active, manipulating others to gain their own ends, opportunistic, unable to delay gratification, impulsive, and showing some tendencies toward overindulgence in sex and drinking (Dahlstrom & Welsh, 1960). In a word, fitting the lower socioeconomic group's stereotype of the "Man's man." (p. 131)

Rhead, Abrams, Trosman, and Margolis (1968) drew the following conclusions:

There appears to be in those persons who choose police work for a career a greater degree of paranoid ideation, a greater emphasis upon virility, and a greater tendency to act out than in the nonpolice population. (p. 1579)

Their study was based on over 1000 candidates. The group profile showed significant elevations above the average on the Pd and Ma scales (correlated with taking chances and acting out). Though there was a higher than average elevation on the Pa scale, it was less than the Pd and Ma scales. Differences which also occurred with men considered successful officers.

The high elevations associated with the Pd and Ma scales occurred in 70% of those tested, while the Pa elevation occurred in 80% of those tested. Rhead, et al. state, "The picture which unfolds, then, is one of an individual who is more suspicious than the average person, who is ready to take risks and is prone to act on his impulses." (p. 1578) Rhead, et al. therefore concluded that the psychological testing tended

to provide a picture of a successful police candidate that was consistent in general with the type of activities police engage in.

Azen, Snibbe, and Montgomery (1973), using some of the same officers that Marsh (1962) used, concluded that MMPI scale 9 (Hy) and scale 2 (D) are related to auto accidents during the first 10 years and second 10 years of a police officer's career. Scale 9 being directly related and scale 2 inversely related. These findings support those of Marsh's earlier work.

Saccuzzo, Higgins, and Lewandoski (1974) indicated that the mean MMPI pattern of police candidates was, "relatively flat with none of the scales being above a T-score of 60. The highest mean validity scale...was the K scale, followed by the L and then the F scales." (p. 653-654)

In addition, they concluded that the highest clinical scale was scale 4, with the high 3-point code for their sample being 439. Scale 3 and 9 were reported being within one T-score point of each other. Saccuzzo, et al. concluded that, "research and current data...suggest that if psychopathology is present in police officers it will most commonly be manifest as a character disorder as described by the 4-9 or 4-3 profile." (p. 654)

The characteristics of the 4-9 and 4-3 profile are: overactive, irresponsible, and untrustworthy; difficulty in impulse control and social conformity. And for a summary of these studies, see Table B.

Procedure

The hypothesis to be tested will be as follows: Can individuals simulate the MMPI profiles of actual role occupants without being detected by

Table B: Summary of MMPI studies.

Study	Sample Size	Group	MMPI Results	Personality Characteristics
Marsh, 1962	N=350	Candidates(Deputies) Longitudinal study	T-scores below 55 on <u>Ma</u> & <u>Hs</u> much more likely to succeed in police work.	(No data available)
Starrazzo, et.al., 64	N=35	Applicants(city police)	Profile similar to male college students. Elevated <u>K</u> scale, elevations on <u>Pd</u> , & <u>Hy</u> , low <u>Si</u> .	Similar to military enlisted men: blustery, sociable, exhibitionistic, active, manipulating others to gain own ends; opportunistic, unable to delay gratification, impulsive, and showing some tendencies toward over-- indulgence in sex & drinking; lower socioeconomic group's stereotype of the man's man.
Head, et.al., 68	N=1000+	Applicants(police)	Elevations on <u>Pd</u> , <u>Ma</u> , & <u>Pa</u> .	More suspicious than average person, ready to take risks, & prone to act on impulses.
En, et.al., 73	N=95	(See Marsh, 1962)	(Data not reported)	Findings support Marsh, 1962.
Scuzzo, et.al., 74	N=196	Candidates(police)	No T-score above 60; highest validity scale was <u>K</u> , followed by <u>L</u> then <u>F</u> . <u>Pd</u> highest clinical scale, then <u>Hy</u> , then <u>Ma</u> . <u>F</u> - <u>K</u> raw score difference -14, indicating "faking good."	4-3 code: difficulty in impulse control & social conformity; express aggressive feelings directly & intensely; chronic hostility & aggressive feelings; 4-9 code: overactive, irrespons- ible, & untrustworthy; pattern similar to male delinquents-- except delinquents pattern about one s.d. higher.

the validity scale scores?

Three groups will be used; an actual role occupant group, composed of policemen with a minimum of 1 year on the job; a control group, made up of college students; and an experimental group, also made up of college students.

The booklet form of the MMPI will be used, and IBM I.T.S. 1100 A 7421 answer sheets. Only the first 366 questions will be answered, which will then be prorated.

Subjects

Members of the Charleston, Illinois Police Department; Eastern Illinois University Security Police Department, Charleston, Illinois; and Mattoon, Illinois Police Department who volunteered to participate in this study were used to make up the "actual role occupant group." A total of 18 police officers volunteered to participate in this study.

A total of 83 college students, 40 females and 43 males, all volunteers, were used to make up the "control group" and the "experimental group." The students were assigned randomly to each of the two groups; thus, the control group was made up of 23 males and 20 females, while the experimental group contained 20 males and 20 females.

The female subjects were included in an attempt to determine if there was a possible "sex" difference in role-faking the MMPI.

Instructions

The police group were given the standard instructions for taking the MMPI. The same standard instructions were given to the control group,

while the experimental group were given the following comments first:

Kroger and Turnbull, 1975, published a study stating that in addition to the typical types of faking--faking-good, faking-bad, and random choices, for which the validity scales of the MMPI were designed to detect--there is a "new" type of faking which cannot be detected by the MMPI validity scales. They refer to it as role-faking. In other words, someone thinks of himself as a particular type of person; such as, air force officer, artist, or policeman, then answers the MMPI questions as they think that type of person would answer them.

In addition to these comments, the following instructions were read to the experimental group:

This inventory consists of numbered statements. Read each statement and decide whether it is true as applied to you as a police officer or false as applied to you as a police officer. You are to mark your answers on the answer sheet you have. If a statement is true or mostly true, as applied to you as a police officer, blacken between the lines in the column headed T. If a statement is false or not usually true, as applied to you as a police officer, blacken between the lines in the column headed F. If a statement does not apply to you, as a police officer, or if it is something that you, as a police officer, don't know about, make no mark on the answer sheet.

Remember to give your own opinion of yourself, as a police officer. Do not leave any blank spaces if you can avoid it.

In marking your answers on the answer sheet, be sure that the number of the statement agrees with the number on the answer sheet. Make your marks heavy and black. Erase completely any answer you wish to change. Do not make any marks on this booklet.

Remember, try to make some answer to every statement. And remember you are to answer the questions as you think a police officer would answer the questions.

Answer 1 through 366.

At the end of 1/2 hour, the experimental group was reminded that they were to answer the questions as they thought a police officer would answer the questions.

Statistics

The following statistical procedures will be used to analyze the

data: 1) Computer analysis for analysis of variance, using Duncan's New Multiple Range Test, and 2) The D statistic-- $D = \sqrt{(x_1 - x_2)^2}$.

The analysis of variance will be used to determine significant differences between groups, and the D statistic to determine profile similarity between groups.

Results

Tables C and D contain the mean T-scores, for each of the clinical scales and validity scales, except the ? scale, for each of the groups.

The mean age for the police group was 30.4 years of age and the mean years of experience was 4.5 years. The control males group had a mean age of 24.4 years of age, while the experimental males group had a mean age of 21.4 years of age.

The mean age for the control females and experimental females groups was 19.3 years of age.

Figures 1 and 2 shows the profiles, based on the mean T-scores for each group. Figure 1 compares police, control males, and experimental males; and figure 2 compares police, control females, and experimental females.

Table E shows which scales each of the groups differed significantly on at the .05 level of confidence.

Table F shows the D statistic comparisons of the groups. Police y control males yielded 26.77, police y experimental males was 20.79, and control males y experimental males was 34.31. Thus, the police group and experimental group (role-faking policemen) profiles are more similar than

Table C: Mean T-scores for police, control and experimental male groups.

	Police N=18		Control males N=23		Experimental males N=20	
	\bar{X}	S.D.	\bar{X}	S.D.	\bar{X}	S.D.
L	46.556	5.2940	46.000	8.1575	51.350	11.0371
F	54.000	10.6991	57.348	7.9293	64.050	18.7826
K	48.611	10.6060	51.304	7.8011	51.200	9.3504
Hs	58.167	9.9543	67.870	14.4326	49.450	19.2284
D	53.000	9.5301	57.130	12.6753	56.900	10.6271
Hy	50.389	7.6707	58.478	9.0094	54.700	9.4150
Pd	62.222	10.7679	68.130	14.4168	59.550	13.6592
Mf	59.333	9.0554	64.739	10.4934	50.600	8.8400
Pa	54.111	8.7103	56.783	8.6074	62.650	12.9788
Pt	62.944	14.1773	76.870	14.4797	60.150	13.6044
Sc	63.722	16.1055	79.087	13.2250	66.350	21.5364
Ma	61.833	11.0307	66.304	8.7148	66.350	10.0066
Si	52.833	10.9020	53.043	10.4988	52.150	8.1773

Table D: Mean T-scores for control and experimental female groups.

	Control females N=20		Experimental females N=20	
	\bar{X}	S.D.	\bar{X}	S.D.
L	47.700	8.640	45.500	6.245
F	52.350	6.753	67.150	14.791
K	52.300	9.342	46.150	8.393
Hs	50.600	6.159	49.900	10.770
D	52.400	7.667	46.550	8.388
Hy	54.300	7.342	50.250	9.324
Pd	57.150	10.659	62.550	10.149
Mf	44.850	9.756	65.850	16.109
Pa	56.450	7.258	64.400	13.068
Pt	56.450	11.718	52.200	10.227
Sc	57.850	13.184	59.700	12.384
Ma	60.950	10.485	70.550	9.075
Si	55.800	10.817	50.700	8.092

Figure 1: Mean profiles for police, control and experimental male groups.

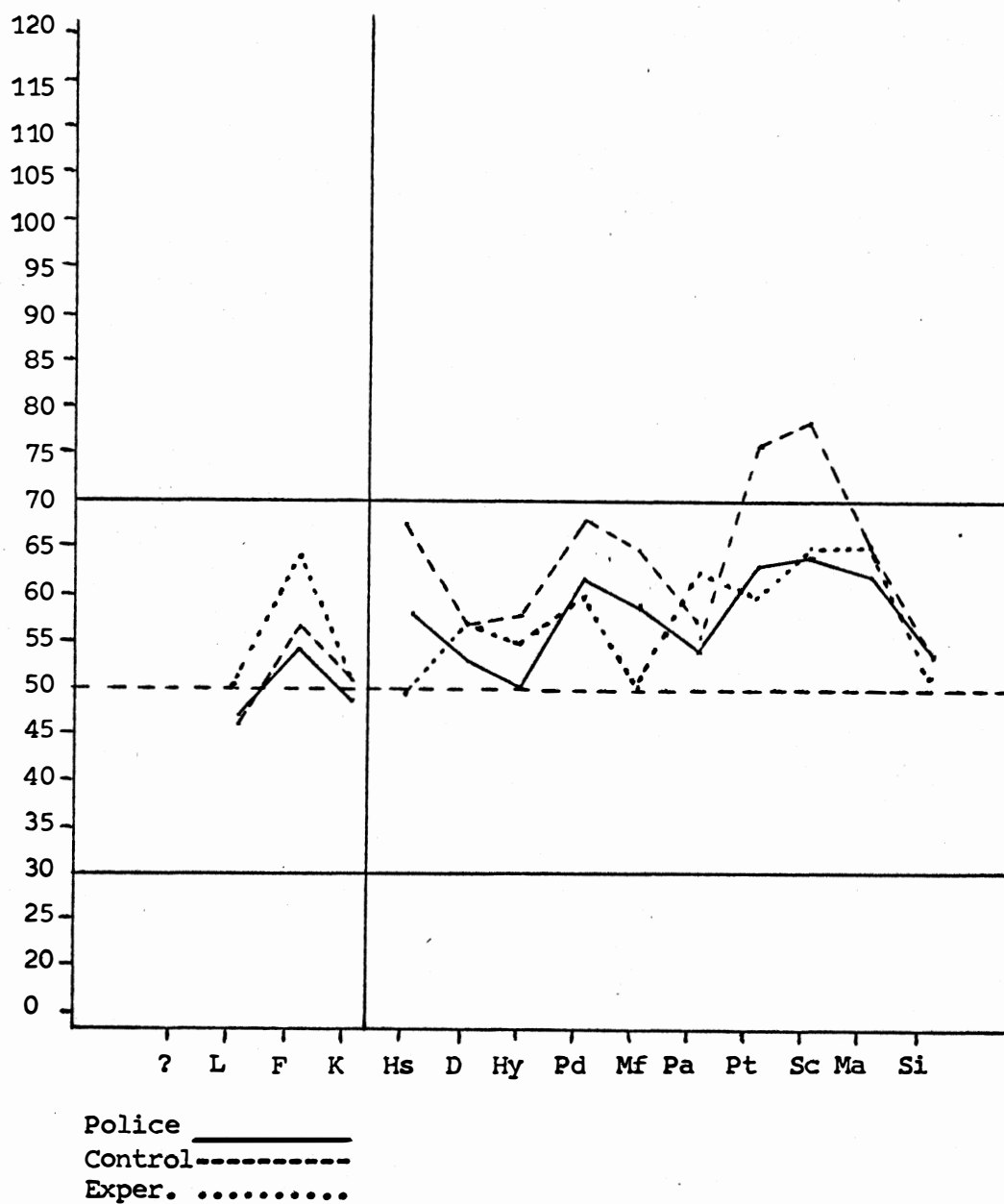


Figure 2: Mean profiles for police, control and experimental female groups.

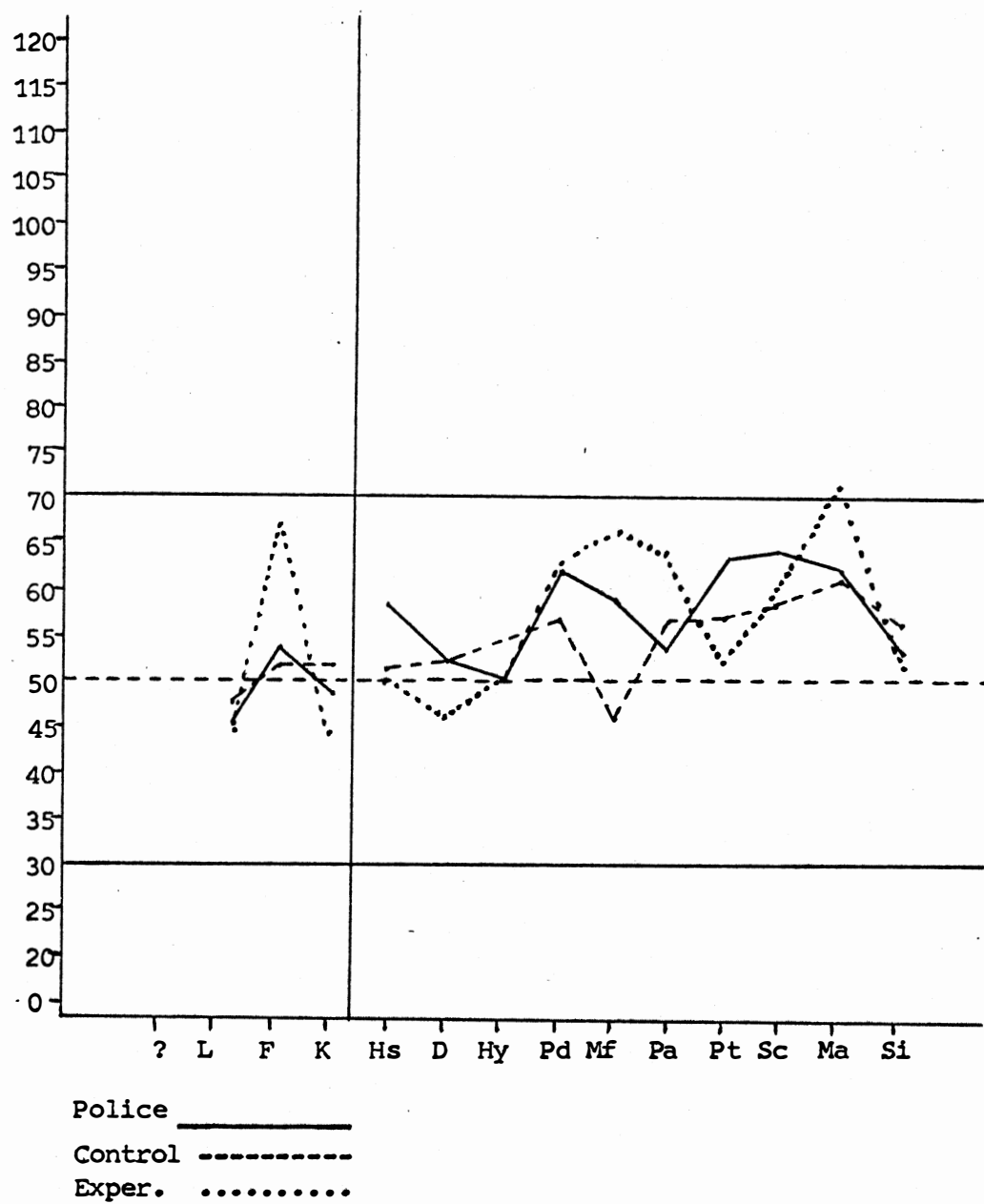


Table E: MMPI scales groups differed significantly at the .05 level of confidence.

<u>Males</u>		<u>Females</u>	
<u>Control</u>	<u>Experimental</u>	<u>Control</u>	<u>Experimental</u>
Police Hs, Hy, Pt, Sc	F, Mf, Pa	Mf	F, Pa, Pt, Ma

Table F: D statistic comparisons.

<u>Males</u>		<u>Females</u>	
<u>Control</u>	<u>Experimental</u>	<u>Control</u>	<u>Experimental</u>
Police 26.77	20.79	20.43	25.50

the other two comparisons.

For the police y control females, the D statistic was 20.43, police y experimental females was 25.50, and control females y experimental females was 31.40. In this situation it was the police and control females profiles that are the most similar (Table F).

Figure 1 clearly shows that the profiles for the police and male experimental groups are within the normal range, and in terms of pattern configuration, the police and control groups are similar. However, based on the D statistic analysis, there is a greater degree of similarity between the police and male experimental groups than between the police and control groups. The control y experimental comparisons indicates the greatest degree of dissimilarity.

For the female profiles y police profile (Fig. 2) comparisons, there does not appear to be any pattern similarity in terms of configuration. However, the D statistic indicates there is a greater degree of similarity between the police and control females groups than between the police and experimental groups; and, as in the comparisons of the male groups, the control females and experimental females were the most dissimilar. Thus, based on the present data, the female subjects were not able to role-fake an actual role occupant group.

While the D statistic data indicates the police and experimental male group profiles were the most similar, these two groups differed significantly on the F, Mf, and Pa clinical scales (Table E). And the police and male control group differed on the Hs, Hy, Pt, and Sc clinical scales. A comparison of the male control and male experimental groups shows that they differed on the following clinical scales: 1) F, 2) Hs, 3) Pd, 4) Mf,

5) Pt, and 6) Sc. Since the male experimental group differed on the F scale with both the police and male control groups, one might be inclined to take this as an indication that the male experimental group could be readily distinguished from the others by the F scale T-score alone. However, the male experimental F score is well within the normal range, and in addition, the F - K result (based on mean raw scores) is a -1, which is also within accepted ranges of non-faking profiles (Gough, 1947, 1950). The F - K result for both the police and male control groups was -5, also an indication of an acceptable profile.

Table E shows that the police and female experimental groups differed significantly, at the .05 level of confidence, on the F, Pa, Pt, and Ma clinical scales, while the police y female control comparison reveals that they differed on the Mf scale only. A female control y female experimental comparison shows that they differed on the F, Mf, Pa, and Ma scales.

The F - K results for the female control and female experimental groups were -7 and +3 respectively; both within accepted ranges for non-faking profiles.

Conclusions

Analysis of the present data showed that both the male and female experimental groups produced acceptable MMPI profiles. However, based on the D statistic only, the male experimental group was able to produce a profile that was more similar to the police group. Thus, two facts seem to be suggested:

1. The present study tends to support the conclusions reached by Kroger and Turnbull (1975); i.e., individuals can fake acceptable MMPI profiles by a procedure called, by Kroger and Turnbull, "role-faking."

2. The present study tends to indicate that males may be better able to engage in role-faking than females.

Discussion

Kroger and Turnbull (1975) used non-K corrected T-scores in their study, while K corrected T-scores were used in this study. This factor may have had a contaminating influence on the analysis of variance comparisons, thus helping to explain why there seems to be no pattern to the clinical scales that the groups differ on.

Another factor which may have effected the results of this study is the total N for each group; police N=18, male control N=23, male experimental N=20, female control N=20, and female experimental N=20. However, the N's for the experimental and control groups used in the Kroger and Turnbull study are comparable to those in this study; i.e., simulated air force officer group N=11, simulated creative artists group N=11, actual creative artists group N=19, accurate expectations group N=10, and inaccurate expectations group N=11.

To correct the seemingly inadequacies of the present study, one should do an analysis of variance based on K corrected and non-K corrected T-scores for the various groups used in such a study as the present one, and to try to obtain larger N's.

The present study indicates a possible difference in the abilities of males and females to engage in role-faking. This seeming difference in ability may be due to one, or a combination of several of the following factors:

1. The role of policeman may be a role that females cannot identify with.

2. The females did not have accurate role expectations for the role of policeman.

3. Females are now beginning to perform the same police duties as male police officers, and as such, were the females in the present study attempting to role-fake a male police officer or a female police officer?

However, the present study clearly indicates that not only does a great deal more need to be done in the subject area of "personalities" of policemen, and not just with police "candidates," but also within the subject area of "role-faking."

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